

## Worksite Wellness in Mississippi State Agencies

An Assessment of Mississippi's State Agencies

Office of Health Data and Research, MSDH

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### Survey Details

- Survey mailed/emailed to all state agencies in Fall 2008
- 95 agencies acknowledged receiving survey
- 69 (72.6%) completed and returned survey
- Data analyzed Spring 2009

### Survey Instruments

1. Preliminary Organizational Information
2. Organizational Demographics
3. Smoking
4. Nutrition
5. Physical Activity
6. Employee Screening/Assessment
7. Programs/Educational Messages
8. Administrative Support
9. AED/Blood Pressure Information (worksite)
10. Lactation
11. Program Evaluation of Wellness Program/Activities

### SELECTED SURVEY RESULTS

[ANALYSIS BASED ON QUESTIONS ACTUALLY ANSWERED]

*\*Disclaimer: Some agencies did not answer all questions on the assessment. Several questions were skipped by some of the state agencies.*

### Organizational Demographics

As of last payroll, number of fulltime employees who are...

- Employed (all state agencies) = 20,759
- Female = 12,513 (**60.3%**)
- Under age 40 = 5,654 (**27.2%**)
- Black = 9,857 (**47.5%**)
- White = 7,857 (**37.8%**)
- Hispanic = 117 (**0.56%**)

### Smoking

- **67%** have a written smoke-free environment policy
- **68%** offer designated areas outside the building for smoking



## Nutrition



- **61%** have vending machines for employees
- **22%** of the vending machines provide labels to identify “healthy foods”
- **22%** encourage use of nutritious food options at employee meetings

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## Physical Activity



- **17%** offer an on-site exercise facility
- **17%** have access to stairwells
- **28%** have promoting the use of stairwells
- **36%** subsidizes (pays a portion of the costs) membership in off-site exercise facility

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## Physical Activity

- **7%** have a written policy statement to support employee physical fitness
- **23%** have a written flex time policy allowing employees to be physically active during work hours
- **80%** have a safe pleasant area surrounding worksite to walk, run, or bike



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## Screening or Assessment

- **46%** offers employee incentives for participating in health screenings or assessment.
- The following are screenings offered in the past 24 months:

	Yes	%
High Blood Pressure	32	46.4%
Cholesterol	29	42%
Glucose	29	42%
Health Risk Appraisal	32	46.4%
Fitness Assessment	24	35%
BMI: Ht. & Wt.	26	38%

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## Programs/Educational Messages

- Provided health and wellness messages to employees in previous 12 months for the following:

	Yes	%
Signs of Heart Attack	28	41%
Signs of Stroke	29	42%
Know your Numbers	25	36%
Call 9-1-1	24	35%
Smoking Cessation	23	33%
Healthy Eating	27	39%
Exercise/Physical Activity	24	35%

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## Follow-up Counseling

- Provides follow-up risk factor counseling education for the following health risks.

	Yes	%
High Blood Pressure Control	27	39%
High Cholesterol Control	26	38%
Diabetes Control	26	38%
Smoking Cessation	27	39%
Weight Control/Healthy Eating	25	36%
Fitness	26	38%

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## Administrative Support

- **15%** have a Wellness Committee
- **4%** links employee wellness program to overall business objective (strategic plan)
- **25%** have an individual responsible for employee health and wellness program
- **29%** have completed employee health needs assessment in past 24 months
- **13%** offers employee incentives for participation in lifestyle and behavior modification programs

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## AED/Blood Pressure Information (worksite)

- **30%** have at least one AED located on each floor/unit
- **81%** of those with an AED offer trainings for employees to learn how to use AED
- **16%** have a permanent on-site access for employees to check their blood pressure

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## Lactation

- **6%** have a designated room for breastfeeding employees to express their milk
- **7%** promote breastfeeding among employees



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## Program Evaluation

- **12%** conduct evaluation of wellness programs/activities
- **48%** would like MSDH to offer free worksite health screening/educational program for its employees

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## Next Steps

- Establish State Employee Wellness Program – Senate Bill 2646
  - ✓ Hire new Employee Wellness Program Coordinator
  - ✓ Create evidence-based Model Program
  - ✓ Craft Model Program Toolkit
  - ✓ Identify Agency Wellness Champions
  - ✓ Offer quarterly trainings and meetings for champions
  - ✓ Identify demonstration projects
- Create Annual Report for Employee Wellness Program
- Offer Annual Conference on Worksite Wellness

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For more information, please contact:

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**Thank You!**